**Technical Assistance to the Nature, Climate and Forest Country Package in Papua New Guinea**

***Terms of Reference: mobilization of expertise to organize and facilitate a workshop on supporting PNG’s Country Package operational design in Papua New Guinea***

## Summary

Expertise France, in coordination with the Secretariat of the Country Package hosted within the Department of Prime Minister of Papua New Guinea, intends to hold an in-person workshop in Port-Moresby, Papua New Guinea, during the second quarter of 2026. To support this workshop, Expertise France is seeking a team of Senior consultants to organize and facilitate a practical workshop on the operational design of PNG’s Country Package in Papua New Guinea.

## Context and description of the project

The Leaders’ Declaration on Forests and Land Use was signed in Glasgow at COP26 in 2021 to halt and reverse forest loss and land degradation by 2030. As a result, the Forest and Climate Leadership Partnership (FCLP) was launched at COP27 in Sharm El Sheikh and is a focus effort of governments with partners committed to expanding and maintaining high-level political leadership on forests, land-use and climate. It aims to work jointly to implement solutions that reduce forest loss, increase restoration and support sustainable development, and to ensure accountability for the pledges that have been made. Through the FCLP, six Country Packages were announced at COP28 in Dubai. A Country Package is a political instrument which provides a space for discussion and strategic planning for the Government agencies and the global partners. The Nature, Forest and Climate (NFC) Country Package is a joint initiative from Governments of France and Papua New Guinea.

The NFC Country Package in Papua New Guinea focuses on five pillars:

1. Support and extend protected areas to achieve 30% protection of land and sea by 2030, including the areas richest in carbon and biodiversity;
2. Invest in sustainable forest management and value chain development and governance to reduce deforestation and forest degradation by 25% by 2030;
3. Explore long-term sustainable financing opportunities for forest and biodiversity/establish a sustainable financing mechanism for biodiversity conservation;
4. Develop national capacity for environmental and ocean scientific research and education;
5. Establish a robust monitoring mechanism in Papua New Guinea.

In this context, the French government supports the country in the design and implementation of the Country Package. This support takes the form of a Technical Assistance and the deployment of an International Technical Expert, both managed by Expertise France.

## Objectives and expected results of the mission

In coordination with Expertise France’s Paris-based team and the PNG-based International Technical Expert, Expertise France wishes to recruit a team of consultants to conduct a workshop aiming at : i) mobilize stakeholders from different organisations to co-identify the priorities under each pillar of the Country Package and co-design preliminary studies (diagnosis, technical assessment) and feasibility studies and ii) strengthening the implementation of the initiative. The mission should foster the emergence of a cohesive, trusting, fluid and autonomous community of practice around the implementation of the Country Package. It will revolve around the organisation of a multi stakeholders’ workshop in PNG.

The workshop should adopt an inclusive approach and ensure the participation of all relevant stakeholders (i.e representatives of national authorities, provinces, development and technical partners, private sector and civil society organisations involved in the implementation of the Country Package pillars). The objectives of this workshop may include the following – to be refined as part of the technical proposal:

* Presenting the Country Package to various stakeholders and bringing key actors together around a shared vision;
* Clarifying the scope, ambitions and expected outcomes of each Pillar of the Country Package;
* Supporting a shared understanding among stakeholders of existing policies, commitments and implementation challenges;
* Identifying the priority actions, milestones and responsibilities under Pillar 1 for the stakeholders and refine and enrich them during the workshop with all stakeholders;
* Strengthening coordination among relevant organisations and partners;
* Producing a clear and actionable implementation plan for each Pillar, including an implementation timeline;
* Identifying the capacity-building actions required for the implementation of this plan;
* Addressing the preparation of upcoming international events (UNFCCC COP31, CBD COP17) and the potential showcasing of progress made in the implementation of the Country Package at these events.

## Scope of Work

The consultants will be responsible for leading and coordinating the design, preparation and facilitation of the workshop. They will support constructive exchanges between stakeholders through engagement and informing decision-making. The consultants must adopt an approach that supports change among stakeholders particularly in terms of how they collaborate and work together.

More specifically, the workshop will last up to 3 days allowing action and reflection, and will take place in the second quarter of 2026 (the exact date will have to be defined with Expertise France). The number of participants will have to be further discussed with Expertise France, but a significant number of participants from PNG and abroad are expected.

**Task 1: Preparatory phase - Define the content, Plan and organize a technical workshop in PNG**

The consultants will provide design the workshop using a system change and collective impact approach:

* Understanding the context: engage with Expertise France and the Secretariat of the Country Package to fully understand the rationale, purpose, model, roles and responsibilities and status of preparation of the Country Package, especially regarding Pillar 1 and 2;
* Review relevant existing background documentation related to the Country Package;
* In consultation with the Expertise France and national stakeholders, design the objectives of the workshop, agenda, key topics and sessions, key stakeholders to involve, as well as the expected deliverables and outcomes. Design clear learning objectives and interactive and practical activities;
* Propose system thinking/ collective intelligence methodologies to facilitate the workshop composed of various representatives and clarify their relevance;
* Clarify the logistical needs and provide specific animation tool equipment
* Support the logistical organization of the workshop, in coordination with the teams of Expertise France’s local office and the Secretariat of the Country package. International transports, accommodations and mission stipends will be managed by Expertise France’s Country Office.
* Involve members of the Secretariat team in supporting the preparation of the activities and the workshop itself as part of a capacity-building approach;
* Prepare an inception report and present it in a meeting for validation & approval.

**Task 2: In-person Workshop Facilitation**

* Ensure the moderation of collaborative working sessions and guide participants throughout the workshop and toward the expected outcomes, facilitate the sessions using an iterative approach;
* Apply adaptive management to adjust the design of each session as discussions evolve;
* Manage time and maintain a production pace that is consistent with workshop expectations.
* Use practical approaches and methods tailored specifically for the participants’ unique professional abilities to engage participants throughout the sessions;
* Use case studies from other countries to support peer learning (when relevant);
* Provide opportunities for participants to share their experience and best practices related to the topics discussed, including how identified gaps have been addressed.

**Task 3: Post-workshop report**

* Produce a post-workshop report & inputs highlighting the top leverage points/key agreements or priorities under each pillar, and document the learning, good practices, progress made;
* Identify stakeholders needs, the expertise available, the type of capacity-building actions required;
* Key recommendations for policy-makers and key stakeholders to lay out future needs (policies, gaps assessments, diagnostics, feasibility studies, technical needs);
* Develop an implementation plan for the priorities identified during the workshop with detailed budget;
* Recommendations on the governance of the Country Package and refinement of the core documents based on the inputs from the stakeholders;
* Proposals for showcasing and promoting progress at New York Climate Week, UNFCCC COP31 and CBD COP17.

## Methodology

The technical proposal shall present the methodology to be deployed to support Expertise France and the Secretariat of the Country Package to achieve the objectives of the workshop, the expected deliverables and outcomes, as well as identifying the stakeholders. To ensure that the Country Package is genuinely supported by stakeholders involved in Nature, Forest and Climate in Papua New Guinea, aligns stakeholders around shared objectives, and ensures coherence and full alignment with national environmental priorities, the facilitation team will support co-creation and co-design of priorities grounded in a **systems-thinking approach**.

It shall also detail the steps required to organize the workshop and the methodologies that will be used to facilitate it (such as the presentation of successful country case studies in carbon credits, forest value-chain management, etc.; Q&A sessions; small group discussions; plenary discussions) and enable the development of an implementation plan that is coherent with on-the ground realities, building on available local expertise.

The consultant(s) will be responsible for creating an environment of trust for participants and for methodologically leading the process and contributing to its design. It is therefore essential that the facilitator remains engaged throughout the entire duration of the dialogue process.

## Timetable and deliverables

The mission will take place between second quarter of 2026, and will comprise the following activities and deliverables:

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| --- | --- | --- | --- | --- |
| **Activities** | Mar. | Apr. | May. | Jun. |
| **Task 1 – Workshop planning & organization** |  |  |  |  |
| **Inception Phase:**   * Context understanding – preliminary meetings; * Literature/ Desktopreview   *Deliverable: Inception report* |  |  |  |  |
| **Workshop Design:**   * Objectives, agenda, key topics, sessions, stakeholders, deliverables & outcomes; logistical arrangements * Methodology and facilitation approach * Tools, materials   *Deliverable: Workshop comprehensive/detailed concept note* |  |  |  |  |
| **Workshop organization:**   * Logistical arrangement   *Deliverable: workshop* |  |  |  |  |
| **Task 2 – Workshop Facilitation** |  |  |  |  |
| *Deliverable: workshop agenda, session minutes, list of participants* |  |  |  |  |
| **Task 3 – Post workshop support** |  |  |  |  |
| *Deliverable:*  *Workshop report; Policy brief - key recommendation; Action Plan/Implementation Plan; Outreach recommendations (COPs)* |  |  |  |  |

## Desired profiles

**Team:**

A team of experts shall be formed for this service. Responsibilities must be clearly defined in the technical bid and the services of each expert quantified in the financial bid. The team should be comprised of members having the following expertise, combined together:

**Senior Expert(s):**

* Postgraduate degree in conservation/biodiversity or related field;
* At least ten (10) years of experience in cooperation projects related to the preservation of the environment;
* Demonstrated experience in mobilising public and private expertise from protected areas and forest sector;
* Experience of animating high-level and multi-stakeholders public-policy dialogue on biodiversity and forest sectors and drafting policymaking reports and action plans;
* Knowledge and experience around issues in protected areas, land and land-use planning, tropical forest, deforestation, biodiversity conservation, blue economy, climate change, blue & green finance;
* Experience in and knowledge of the Pacific region will constitute a strong advantage;
* Mastery of the challenges and positioning of the players/partners in cooperation projects;
* Ability to make global conservation issues understandable to a diverse audience and to integrate these issues into concrete realities; ability to integrate concrete realities into global issues;
* Excellent, proven writing and speaking skills in English;
* Strong capacity for teamwork, initiative, organisational skills and autonomy.

**Facilitator Expert(s):**

* At least ten (10) years of experience designing and facilitating workshops using a variety of approaches and tools with an emphasis on employing a systemic thinking approach and design thinking;
* Significant experience working with multi-stakeholder, multi-sector groups forging collaboration, and collective agreement across differences of opinion and perspective;
* Strong knowledge of conservation/biodiversity thematic and experience on facilitating workshops on this topic;
* Multiple experiences of working in different political and cultural contexts;
* Track record with ways to promote diversity and inclusion in dialogue;
* Excellent ability to plan/project manage, organize, implement and report on work;
* Ability to work under pressure and tight deadlines;
* Outstanding communication and advocacy skills;
* Excellent presentation and facilitation skills;
* Demonstrated integrity and ethical standards;
* Fluency in English.